



FLORIDA ASSOCIATION FOR STAFF DEVELOPMENT



FASD SPRING FORUM PD FIESTA MAY 2-3, 2011



CROWNE PLAZA MELBOURNE OCEANFRONT

DAY ONE 8:00 AM - 4:00 PM

DAY TWO 7:45 AM - 12:00 NOON



Register at <http://www.fasdonline.org>

Early Bird Registration until March 29th

\$100 members/\$115 Non-members

After March 29th.....

\$125 Members/\$140 Non-members

For hotel reservations, call 1-800-227-6963
and ask for FASD rates of \$119 kg/dbl

CONFERENCE HIGHLIGHTS INCLUDE:

MCREL NATIONAL SPEAKER **GREG CAMERON** ON
"PURPOSEFUL LEARNING COMMUNITIES"

FLDOE UPDATES ON RTTT, STEM, AND
DIFFERENTIATED ACCOUNTABILITY

NATIONAL SPEAKER **LINDA MUNGER**

EVALUATING PROFESSIONAL DEVELOPMENT IMPACT AS ALIGNED
WITH THE PROTOCOL

MEANINGFUL IMPLEMENTATION AND EVALUATION

THE BREAKTHROUGH COACH

FREE ONLINE PROFESSIONAL DEVELOPMENT RESOURCES



REGIONAL COLLABORATION

DISTRICT SIZE-ALIKE MEETINGS

DISTRICT VALIDATED PD SYSTEMS

FALL LEADERSHIP CONFERENCE

RIDING THE WAVES WITH HIGH QUALITY PROFESSIONAL DEVELOPMENT



CELEBRATING 25 YEARS OF A
BEAUTIFUL COLLABORATION
WITH TRADEWINDS HOTEL

Educators from across the state met last September to explore new ways to learn and lead at the Florida Association for Staff Development's Leadership Conference (FASDLC), *Riding the Waves with High Quality Professional Development*. Held

in the beautiful Tradewinds Resort in St. Petersburg, participants enjoyed high-quality sessions on the most current educational topics as well as productive networking opportunities. One of the highlights was featured speaker Dr. Lois Easton, who

involved participants in focused simulations that deepened our understanding of lesson study. All left "stoked" and ready to brave the "gnarliest" of waves in their continual efforts to support Florida educators and students.



MEMBERS COLLABORATING



NETWORKING OPPORTUNITY



DR. LOIS EASTON, PRESENTER



PRESIDENT'S MESSAGE



Greetings!

I am honored to serve as the president of such a wonderful group of outstanding people who work hard to ensure that *"every educator engages in effective professional learning every day so every student achieves"* (Learning Forward, 2011). As a critical component of that mission, the FASD Board has been very busy looking at the organization's needs and planning for the FASD Spring Forum in Melbourne, May 2 and 3, 2011.

The Professional Development Fiesta will open with Greg Cameron's Purposeful Learning Communities. As a participant in the forum, you will have three opportunities to choose from twelve different sessions. These include RTTT and teacher evaluation; evaluation of the impact of PD; and districts sharing experiences of a variety of Professional Development (PD) products they have used. Other valuable sessions include free online PD resources; meaningful implementation

and evaluation, and leadership of quality Professional Learning Communities. The Forum would not be complete without a chance to meet with size-alike counties and the all important opportunity to hear the latest and greatest from the Florida Department of Education from Eileen McDaniel and colleagues.

The Spring Forum is quickly approaching. Please make your plans to learn with us! Conference Co-Chairmen Mary Ann Ahearn and Bill Hall are ready for you.

Another great event under construction is the FASD Leadership Conference, September 19 through 21, at St. Pete Beach. Conference Chairs Joyce Menz and Chuck Bradley have a fantastic learning experience in the works. Visit the FASD Website (www.fasdonline.org) for updates.

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INTRODUCING YOUR FASD OFFICERS FOR 2010-2011

(l to r)

Barbara Eubanks, Treasurer, Cathy Starling, President, Debra Elliott, Immediate Past President, Joyce Menz, President-Elect, Bette Zippin, Secretary

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2011 FASDLC CHAIRS

Joyce Menz

Chuck Bradley

NSDC UPDATE

In September of this year, a name change was announced by the National Staff Development Council. The organization's (NSDC) new name, **Learning Forward**, acknowledges that it is an international organization whose work focuses on *professional learning*. The name change reflects not only the organization's growth over its 41-year history but also better represents the vision of the organization as a powerful advocate for teacher and student learning.

As explained in the October 2010 issue of JSD (Journal for Staff Development):

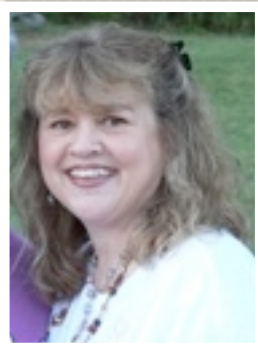
Learning appears first in the new name as a reminder that learning is at the heart of the organization's purpose. *Learning Forward* signifies moving ahead to ensure effective professional learning that results in student achievement. *Learning Forward* expresses the organization's call to action — actions the board, members, and staff commit to each day to ensure effective teaching for every student. The new name distinguishes *Learning Forward* as both a membership association and an advocacy organization that marries practice, policy, and research.

Learning Forward's values, beliefs, and driving purpose remain the same: To strengthen teaching and learning through effective professional development.

Learning Forward relies on its community of members as well as allies in the field to learn, grow, advocate, and serve. *Learning Forward* will continue to offer the valuable products, services, and learning opportunities that support the important work educators do.

The new name conveys that the national organization is more committed than ever to advancing its purpose: *Every educator engages in effective professional learning every day so every student achieves*. It represents that what members do today in schools affects lives far into the future. The organization has vowed to continue to serve its membership with the same dedicated level of attention, to provide leadership in the field of

DEBBIE COOKE



EXECUTIVE DIRECTOR

professional learning, to develop resources and information to support educator learning, and to advocate for policies and effective practices that ensure that professional learning leads to student achievement.

Visit Learning Forward at

www.learningforward.org, to learn more about the name change and keep up to date on what is new. Staff e-mail addresses are changing as well. The new ones will take the form of

firstName.lastname@learningforward.org. Former email addresses will be redirected to the new ones.

Learning Forward invites you to contact them if you have questions about the name change. Use office@learningforward.org.

The **FASD** Board of Directors has monitored this change closely and is engaged in conversation about what the change means for our organization. The Board will determine whether or not there are subsequent actions the state affiliate needs to take in order to continue to reflect the mission, goals, and purpose of our national organization.

Debbie Cooke, Executive Director
Florida Association for Staff Development



DR. JOHN MOORE



A paradigm shift is underway in Florida. We are on a journey to become the first state where our key educational systems are research-based. This transition will impact many elements in our schools. The more the changes in each element are aligned to the research base, the more positive the impact will be.

At the core of the changes underway is the contemporary research base on instructional and leadership practices. The first wave of change is focused on teacher evaluation systems. Race-to-the-Top districts (over 60 of them) will be redeveloping evaluation so it is (1) based on state-of-the-art research, (2) re-directed toward significant improvements in using evaluation feedback to define proficiency expectations, and (3) used to provide timely and constructive feedback for professional learning.

In the years ahead, leadership standards will be re-visited, leadership evaluation will be redeveloped based on modern research, professional development systems will be redeveloped, data collection systems for evaluation feedback and professional learning will be developed and aligned, and preparation programs will be modified and

FLDOE UPDATE

aligned. All of these issues will be improved, relying on the same research base used to redevelop teacher evaluation.

The Florida Educator Accomplished Practices (FEAPs) and the contemporary research on which they are based will become an increasingly significant “common language” through which collaboration and coordination moves forward. Staff development professionals will be an integral part of the process on many levels. Maintaining currency on the contemporary research base on which state initiatives are based will enhance your readiness to guide your district through the challenging but essential changes ahead. As we move forward, tools and resources to assist will be posted on several internet sources, including the W.C. Golden leadership website (floridaschoolleaders.org). We look forward to working with you.

SAVE THE DATE

SPRING FORUM- MELBOURNE, FL
Crowne Plaza Hotel
April 2011

SUMMER BOARD RETREAT-VIRTUAL
June 2011

FASD LEADERSHIP CONFERENCE
ST. PETE FL
TradeWinds Resort
September 2011



FASDLC AWARDS

SCHOOL-WIDE IMPLEMENTATION OF PROFESSIONAL LEARNING COMMUNITIES-BROWARD COUNTY

Sheridan Park organized their school into Professional Learning Communities based on AYP and FCAT data that aligned with their school improvement plan. School level staff were identified as PLC facilitators and were trained extensively to provide ongoing support to school-based PLCs. The PLCs met monthly with teachers, implementing instructional strategies on a weekly basis and monitoring the impact on student learning. The professional growth of staff was measured through reflective feedback of staff on their impact appraisals relating to their individual PLC experiences. The school celebrated their success in focusing and sustaining five PLCs that engaged teachers in empowering professional learning throughout the entire school year.

SECONDARY SCHOOL REDESIGN INITIATIVE-MONROE COUNTY

This program involved the participation of leadership and instructional staff from this Ninth Grade center in the Secondary School Redesign initiative which began in the 2006-07 school year and continued through 2009-10. Professional development focused on concepts of increasing rigor of lessons, working with colleagues in PLCs, and utilizing Lesson Study and the RtI process to impact student engagement and commitment. The school focused on concepts relevant to the needs and climate of the school and used a PLC format to provide the structure for the initiative. Lesson study evolved from the PLC which resulted in increases in the teacher's level of awareness regarding the timing and pacing of lessons, enhanced higher order questioning, a shift from passive to active involvement of students, and more students becoming an explicit part of the learning process.

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SHERIDAN PARK ELEMENTARY

BROWARD COUNTY

MARIA TRACY, PRINCIPAL

LUANN COMES, CURRICULUM
SPECIALIST



9TH GRADE CENTER, KEY WEST HS

MONROE COUNTY

MELANIE STEFANOWICZ, 9TH
GR. CENTER COORDINATOR

LISA CLEARMAN, 9TH GRADE
TEACHER



WETHERBEE ELEMENTARY

ST. LUCIE COUNTY

MICHAEL HITSMAN, PRINCIPAL

SANDRA AKRE, CENTER
MANAGER FDLRS/GALAXY

DEBBIE ISEMAN, EXECUTIVE
DIRECTOR OF PROFESSIONAL
DEVELOPMENT

PHOTOS FROM FASDLC



OUTGOING FASD OFFICERS



Top Photos:
Professional educators engage in productive FASDLC sessions.

Middle and Bottom Photos:
FASD officers and board members welcome participants to “ride the waves of professional development.”

FASD AWARDScontinued from page 6

According to Melanie, “teachers have become more reflective and open to discussion about their practices and willing to redesign their lessons in order to increase student engagement as well as participate in productive conversations about rigorous lessons, student performance, and student achievement. There is nothing more beautiful than receiving an exemplary project submission from students that have been reluctant to engage.”

POSITIVE BEHAVIORAL SUPPORTS FOR THE CLASSROOM TEACHER (CHAMPS)-ST LUCIE COUNTY

The CHAMPS initiative was a direct result of the need of this school to provide additional support to the existing Positive Behavior Support model in order to provide a more structured environment to increase the academic performance of the students at Weatherbee Elementary. The professional development was designed in collaboration with FDLRS/Galaxy to meet the unique needs of the school and included a training component for non-certificated staff. Flexible scheduling for the provision of the professional development, ongoing data review, and classroom coaching were key elements in implementation and included the support of FDLRS/Galaxy, the PBS Project, and the school leadership team.

According to Principal Michael, his school had a 37% reduction in discipline referrals, a reduction in suspensions of 200 days, and double digit growth in both reading and math at the third grade level. The school celebrated success when district visitors, community members, and parents recognized the powerful impact of this initiative on Weatherbee's Learning environment. He felt their mission was accomplished!

NEWSLETTER BOARD

- BETTE ZIPPIN-CHIEF EDITOR & LAYOUT
- JEAN LAMAR-EDITOR
- THERESA VERNETSON-EDITOR
- ROBERT ZIPPIN-PHOTOS



President's Message *continued from page 3...*

FASD would like to recognize FASD board member Belva Free, who resigned from the Board due to retirement. Belva served as the Region I Director and FASDLC Conference Chairman. We appreciate her many contributions. We welcome Brenda Crouch, Panhandle Area Educational Consortium, to the board. She has agreed to fulfill Belva's term as the Region I Director.

I welcome your comments on how FASD might better serve you and promote learning. Please contact me anytime with questions or suggestions to ensure effective professional learning everyday in every Florida classroom.

Cathy Starling